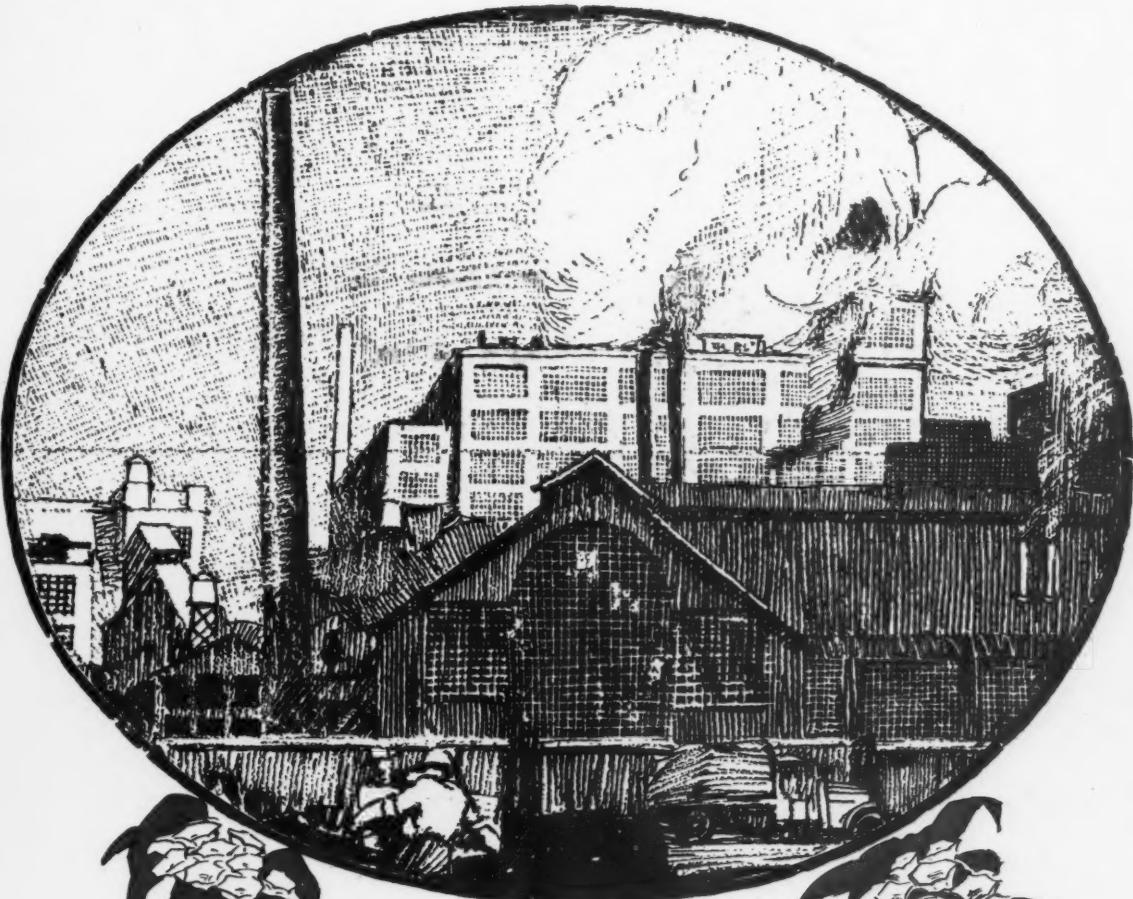


AUGUST



CONNECTICUT INDUSTRY

PUBLISHED BY

The Manufacturers Association of Connecticut, Inc.

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Probable Federal Tax Revision
Indicates The Following:*

1. General cut aggregating 300 to 400 million; Treasury will probably recommend the lower figure.
2. Scaling down surtax brackets to between 20 and 25 per cent. maximum.
3. Material lowering of gift and federal inheritance and estate taxes, despite Treasury's views of eliminating these features entirely.
4. Continuance of restrictions like capital losses, capital gains and Section 220, and provide further restrictions to curb tax evasion.

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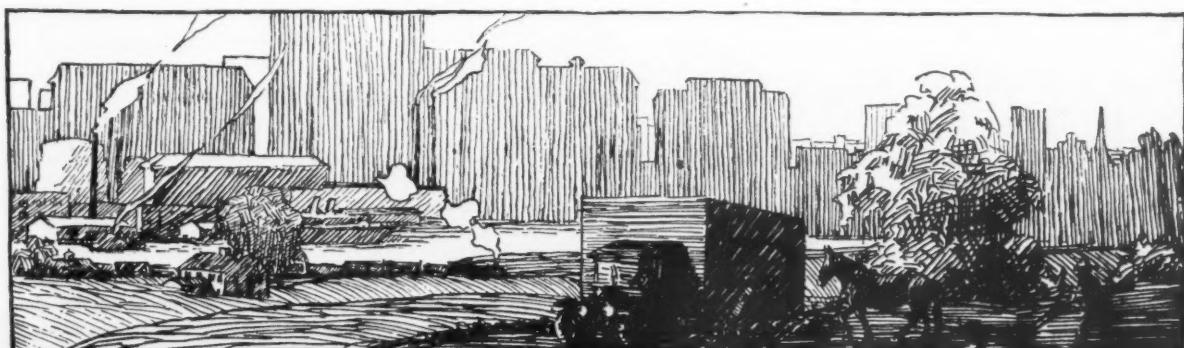
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WAR DEBTS AND REPARATIONS

A German of some prominence with whom I recently talked said, "The Dawes Plan is a poultice with a sprinkling of red pepper, the whole laid upon several running sores. It is soothing for the present but will become painful and will not cure."

An Englishman of note is of the opinion that world income must be expanded through the elimination of import and export tariffs if war debts and reparations are to be paid and if Europe is to recover.

The French, as a people, are for the most part silent, fearful and suspicious.

The United States feels that the Dawes plan, while not a panacea, has served a most useful purpose and, although an American instrument, has done and will do much to solve many of Europe's perplexing financial and political problems. It believes that a protective tariff is an absolutely necessary safeguard to American agricultural and industrial management and to labor. It shares to some extent the fears of France and is bending its efforts toward the erection of guarantees for world peace and it believes that national justice, friendship and fairness depend upon the payment of war debts and reparations.

Such is one man's correct or incorrect opinion of the opinion of nations.

If another opinion may be permitted, we must not lose sight of the major problem involved—international good will. In 1915 and thereafter America sent her millions to aid and to save Europe. Her interest is just as great in 1925 as it was then. Possibly the appeal during the war was on the patriotic side but today and hereafter the controlling force in international relationships is economic. Expansion of world income is necessary but such expansion is dependent upon good will more than upon the elimination of so-called tariff barriers. The United States, then, can and must proceed slowly in her demands that foreign debts be met immediately. She must recognize the fact that trade with Europe is profitable and desirable and that ill will does not foster trade.

The Dawes plan has met the preliminary test. France's suspicion is being allayed. English common sense will prevail. Europe is awaiting America's move and upon that move depends the prosperity of nations.

July 15, 1925
Paris,



MODERN APPRENTICESHIP TRAINING

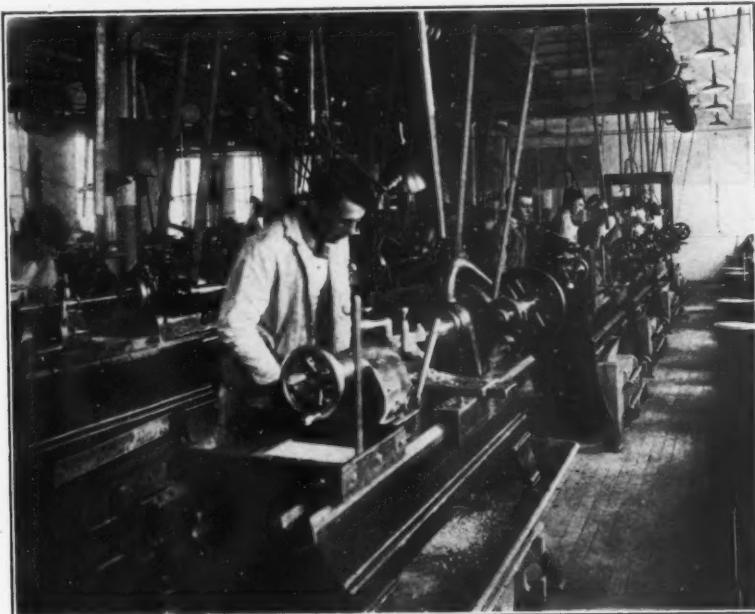
What Is Being Done to Train Employes at the Plant of The Scovill Manufacturing Company, Waterbury

An Interview With
WALTER S. BERRY, *Director of Training*

. Does apprenticeship training pay?

That, after all, is the real question that those interested in the problem have to answer, for if apprenticeship training does pay, if it helps the advancement of the individual, pays its own proportion of overhead and then

to take on a large proportion of untrained workers and develop in them a certain degree of skill. Little attention, however, was paid to technical knowledge which these new men picked up at random and at the cost of lost time and expensive experimentation. Par-



LATHE SECTION OF THE TRAINING ROOM.

shows a balance on the right side of the ledger, it is surely economically sound and a worthwhile adjunct to a modern industrial unit. Many questions have been asked concerning the training system in effect at the Scovill Manufacturing Company plant and in order that readers of *Connecticut Industry* might understand what actually has been accomplished there, Mr. Berry, who for 6 years has had charge of this work at Scovill's, was hunted to his lair—which is a very large and very modern training room—and the above question put to him, "Does apprenticeship pay?"

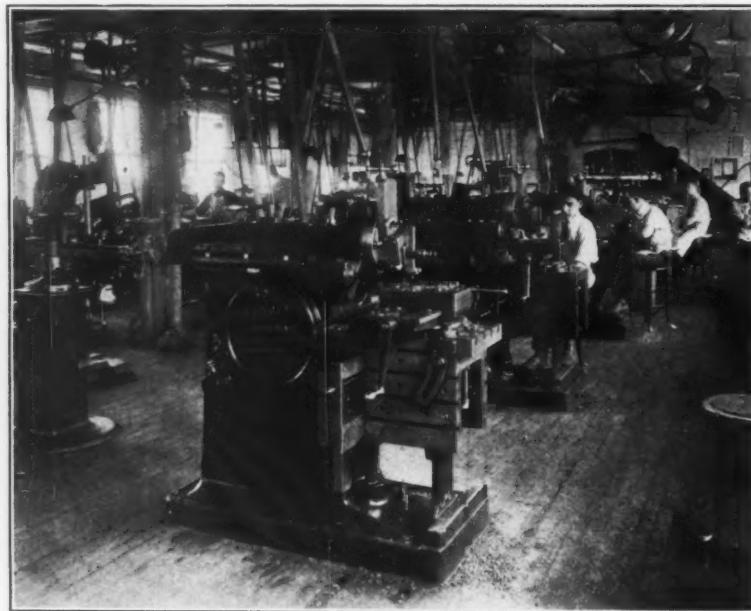
The training room at Scovill's was started six years ago with 14 tool-making and machinist apprentices. Since the organization of the company in 1802 it had always been necessary

ticularly was this the case during the war days and Mr. Berry's first duties led him into teaching simple mathematical formulas to such men for working out jobs which prior to that time had too often been on a guess-work basis. He had had experience and training in apprenticeship work and his interests naturally led him from the work with the journeymen to developing something with the nucleus of 14 boys which he had found. Against perhaps not actual opposition but at least considerable scepticism he undertook to develop a training system which would turn out workmen who would measure up to the high standard of Scovill's best.

Gradually and as rapidly as consistent with business conditions, the number of apprentices

was increased until in 1924 they averaged about 50 boys. The officials of the company were interested at this time in knowing whether the work, when a proper valuation was placed upon it, was actually paying its way. Accordingly Mr. Davis, the company's statistician, produced the figures and the officers were satisfied that the boys were turning out work the value of which not only equalled production cost but showed a slight profit.

apprentice is loaned tools to the value of approximately forty-five dollars at the beginning of his training and they are presented to him at the completion of the course. The toolmaker apprentices are given a bonus of \$200 and the machinists and electricians \$100 at the completion of their training and every apprentice who satisfactorily completes his course is given a diploma. This, I believe, is the procedure generally followed in plants having



A CORNER OF THE TRAINING ROOM.

"The economic soundness of this system," Mr. Berry said, "I attribute very largely to the manner in which the boys are taught." He then described the methods employed and explained that to be admitted as an apprentice, a boy must be sixteen years old or over. It is considered desirable for him to have completed the grammar school grades, for, as would naturally be the case, the more education he has, the better, and boys who are just leaving school or who have kept up their education in the night schools are given preference. Mr. Berry does not believe, moreover, that it is ever desirable to take boys over 20 — at least the experience at Scovill's has proven that such is the case.

"Training for toolmaker apprentices," said Mr. Berry, "covers a minimum of four years of 2,700 hours each, and for machinist and electrical apprentices it covers a minimum of three years of 2,700 hours each. Each ap-

prentice shops and offers nothing out of the usual.

"Our instructors are the most competent and skilled workmen that the plant affords and each is given the supervision of from six to ten boys. At the present time we have 53 boys, 7 instructors, two assistant foremen, a foreman, a class-room instructor Mr. Prout, who is a trained college man, and myself.

"A new boy, when he first comes in, is taken in hand by his instructor and shown what can be accomplished with a certain machine or tool by actual demonstration on the instructor's part, and then bit by bit he is slowly and painstakingly shown how to produce the same result. He is not told, remember, what to do and then left to his own devices. I believe that our main point of distinction lies in our group idea by which the instructor has opportunity for very close observation of the work of his students. Many a time I have seen one

of our instructors guiding the hand of a new boy to show him the delicate operation of the micrometer or what happens when a drill is not properly handled. These are the things that produce skilled workmen and the things which have made it possible for us to turn out in the training shop work which allows of tolerances of less than one-thousandth of an inch.

"I have no hesitancy in stating that six apprentices in the training shop with a competent

According to Mr. Berry, mathematics (including mechanics of physics) and drawing, are essential to intelligent work and are considered an important part of any training program. A course in metallurgy also is of very definite value. English, civics, and economics, while they have little direct relation to a man's ability as a workman, indirectly, however, are considered to have bearing on his value as a workman.

"Practice in reading articles in trade jour-



DEMONSTRATING USE OF THE SLIDE RULE.

instructor would equal the production of six journeymen. Each instructor tells the boys under him at what speed his machine should run, the feed, depth of cut, etc., and in this way the amount of work done is very largely determined by the instructor and the machine, rather than by the boy." As Mr. Berry explained, this would not, of course, apply in the case of better tool work of the advanced apprentice who cannot accomplish as much per hour as the high-class toolmaker, for in such cases skill of hand, trade knowledge, and confidence gained by long experience are the determining factors, rather than capacity of mechanic. "All of the work which is done by the boys, it must also be remembered," he added, "is actual shop work, part of the plant production, only carried out in the training department under careful supervision."

Together with the practical experience gained at the machines, the boys are given class-room work, five hours weekly at the maximum. Two hours are devoted to applied mathematics, one hour to drawing and then such time as may seem advisable is given to instruction and study of such subjects as physics, metallurgy, chemistry, economics, etc.

nals and giving the substance of what has been read in their own language," explained Mr. Berry, "will train the men in grasping the subject matter of a printed page and in talking plainly in clear, simple English. Shopmen often have considerable difficulty in getting an idea from printed explanations as well as difficulty in asking questions and explaining what they want to know. Training in this line will help them materially and such advancement naturally increases their value as workmen."

Believing, too, that an understanding of the principle of economics, the relation of production and wages to price, etc., is of natural value in a proper understanding of business economics and leads to a more balanced viewpoint of the every-day occurrences in the factory, such a course is included and with this a study of the government has been found very helpful to the men.

A course in hygiene has also been included in the shop training, on the undisputed ground that the workman who knows how to care for his health is the efficient workman and the happy one.

The question of turnover is one in which all

manufacturers are interested. Asked for figures in regard to this, Mr. Berry said, "In our training shop I should say that at the end of five months, which is our trial period, we find that on an average one boy out of five fails to develop sufficient skill of hand to warrant our continuing his instruction. Outside of this and the ordinary 'family' reasons such as family moving away, etc., we lose very few."

As far as advancement goes it stands to reason that a manufacturer would prefer an operative trained in his own plant under his own skilled workmen in his own line of business, and at the Scovill plant this has actually been proven to be true and many apprentices who have shown aptitude have advanced to very desirable positions.

At the present time new boys are being taken on at the rate of five a month and to the old training room which was 104' x 40' there has been added another room 200' x 36' which affords capacity for 100 apprentices. The equipment, much of which is well illustrated in the accompanying photographs, is the best

that can be procured and consists of 44 lathes, 2 planers, 10 shapers, 12 milling machines, 8 grinding machines and miscellaneous equipment such as centering lathes, speed lathes, drill presses, etc.

"May I say in conclusion," Mr. Berry added, "that we do not claim that our training shop has any greater possibilities than any other. Such is most certainly not the case. Any manufacturer, I believe, who can take care of 10 apprentices, can train them well and profitably, if he bears in mind certain things. In visiting shops throughout the country, I have found that wherever the production work was well organized, there they thought well of their training program, but where the classroom work only was well organized and little attention paid to proper production, there would be found no sympathy nor interest in the movement.

"When I hear the statement that apprenticeship-training cannot be made to pay both financially and in building better men, I am reminded of the story of the man whom they couldn't hang — but did."

ASSOCIATION ITEMS

NEW MEMBERS

During the past month four new members have joined the Association, namely, the Belamose Corporation of Rocky Hill, manufacturers of artificial silk; the Connecticut Broach and Machine Company of New London, manufacturers of foundry machinery; the Rostand Manufacturing Company of Milford, manufacturers of brass goods; and the Shelton Tack Company of Shelton, manufacturers of tacks and nails.

Herbert S. Holland, vice-president and treasurer of the latter concern is chairman of the Standardization and Simplification Committee of the American Tack Manufacturers' Association and has written a number of articles on the simplification work being carried on in that industry, one of which appeared recently in *Hardware Age*.

TO IMPROVE NEW ENGLAND TRADE

The Association, through Wilson H. Lee of the Wilson H. Lee Company, New Haven, and chairman of the Association's Committee on Agriculture, and C. L. Eyanson, assistant to the president, was represented at a meeting called by the New England Governors in Boston on July 22. George B. Chandler of the Connecticut Chamber of Commerce was

the third Connecticut representative. The purpose of the meeting was to develop plans for furthering New England trade and a general committee was appointed including representatives from all states, on which Mr. Chandler represents Connecticut, which is to prepare a specific plan and present it at another meeting to be held August 12.

ROUTE CONNECTICUT INDUSTRY

To be fully effective *Connecticut Industry* should be routed to various departments after the executive who receives it has finished with it. Primarily it is an executive's publication but the subjects with which it deals are intended to be wide in scope and departmental heads should therefore have access to it in turn.

ANTI-POLLUTION EDUCATION

The Baltimore Association of Commerce has received a letter which prompts it to inquire what is going on in Massachusetts. The letter reads: "Could you please send me a booklet on how they catch oysters for school?"

Yours truly,

THOMAS TAVERNA,
Medford, Mass."

THE HISTORY OF THE MANUFACTURERS ASSOCIATION OF CONNECTICUT

AN ACCOUNT OF ITS GROWTH AND ACTIVITIES FOR A QUARTER-CENTURY

Part III — The Post-War Period

BY ANNA B. SANDS

The years immediately following the war were ones of changes and re-adjustments among Connecticut industries in common with other interests throughout the nation and for the Association were years of increased activity and effort. It will be recalled that late in 1917 the Board of Directors and the membership at large approved a policy advocated by the president of greatly enlarging the scope of Association activities. This policy was put in effect as rapidly as possible or as consistent with sound growth and as a result the year 1919 stands out particularly for its accomplishments.

OFFICERS AND COMMITTEES FOR 1919

At the annual meeting held in Hartford on December 18, 1918, the officers and directors were re-elected and an executive committee appointed consisting of the president, the vice-president and I. M. Ullman, F. J. Kingsbury, Charles T. Treadway and Clarence E. Whitney. In March of the following year Carlos C. Peck, because of business changes resigned as director from New London County and his place was taken by J. P. T. Armstrong of the Brainerd and Armstrong Company, New London. A number of changes were also made at about this time in the personnel of committees. In January the Association lost a valued member in the death of W. E. Terrill of Middletown, member of the Ways and Means Committee. L. G. Kibbe chairman of the committee moved out of the state and his place was taken by J. E. Otterson of the Winchester Repeating Arms Company of New Haven. To the committee was also added A. F. Corbin of the Union Manufacturing Company of New Britain and Thomas Hoops, Jr., of Wilcox, Crittenden and Company, Incorporated, of Middletown.

In September 1919, the Association suffered a loss in the death of George A. Driggs, a director and former vice-president and this vacancy was not filled until the annual meeting elections that winter.

H. B. Mallory of E. A. Mallory and Sons, Danbury, and Harris Whittemore of the Eastern Malleable Iron Company, Naugatuck, were

added to the Committee on Agriculture of which Wilson H. Lee was chairman.

H. B. Bellfield of Billings and Spencer Company, Hartford, resigned from the Traffic Committee and his place was taken by W. L. Campbell of the same firm. P. W. Brown of Chase Metal Works, Waterbury, who took the place of R. H. Martin of that firm, and J. D. Heffernan of the Scovill Manufacturing Company, Waterbury, were also added to the committee.

TAXATION *State*

With the appointment of a standing committee on Finance and Taxation at the close of 1917, reference to which was made in an earlier chapter of this history, a program for tax work was developed and the committee authorized to secure expert tax assistance for the purpose of investigating conditions surrounding state taxation of manufacturing establishments with the ultimate idea of submitting proposals for a revision of the tax law which would tend towards a fairer distribution of the tax burden of corporations and correct certain administrative faults.

Connecticut, it will be recalled, was the first state to introduce a net income tax on miscellaneous corporations and was closely followed in this by New York state. The latter went further, however, in substituting this tax for the personal property tax and the committee felt that members should consider this possibility for Connecticut.

Professor Fred R. Fairchild of Yale University was engaged for the investigation and during 1918 a series of bulletins were issued as the studies progressed, containing resumés of the laws of other states and comparisons with the Connecticut laws.

John H. Buck, counsel for the committee, William H. Corbin, Tax Commissioner, and J. F. Zoller, tax expert of the National Conference of State Manufacturers' Associations advised with the committee and in November a tentative draft of a bill was sent to all members for suggestions. This was followed in January by a more complete draft of the pro-

posed bill which, in its main provisions eliminated the personal property tax of miscellaneous corporations and proposed to make up the resulting loss in revenue by increasing the rate of the state income tax paid by corporations.

This was sent to all members for their opinions and the results showed that entire unanimity did not exist in regard to the advisability of such legislation at that time. No measure was therefore introduced at that session of the Legislature but the information then secured has been of great value to the Association and the Committee on Finance and Taxation in protecting its members' interests in connection with legislation which has been advanced since that time.

Federal

At the close of 1918 matters in connection with the then pending Federal Revenue Bill were causing the Association considerable concern and as the result of activities of a special committee from the Committee on Finance and Taxation consisting of Guy P. Miller, R. E. Anderson and George T. Kimball, the Finance Committee of the Senate accepted and wrote into the bill at the eleventh hour an amendment submitted by the Association which offered substantial relief to manufacturers in the matter of inventories. The Association also joined with other state organizations through the National Conference of State Manufacturers Associations in opposing before the Senate Finance Committee certain objectionable features of the War Revenue Bill. As a result of the 18% tax upon undistributed net income of corporations was eliminated so that the normal income tax of 12% would apply; individuals and co-partnerships who were on a competitive basis with corporations were included in the excess profits provisions, and the right to make consolidated returns was also included in the bill.

A few months later the Association appeared before Government officials and in conjunction with other interested groups succeeded in changing the attitude of the Government in regard to interpretation of amortization provisions of the Revenue Act which directly affected industries which had expanded for wartime production.

In March and April 1919 a series of bulletins were issued explaining essential points in regard to the new tax on incomes of alien employes and the tax on child labor. Copies of the new law and regulations applying to it were sent to all members together with samples

of necessary forms and in all the Association answered over three hundred inquiries on these subjects at this time. The organization also rendered very material assistance to a number of members in securing new rulings on the excise provisions of the law.

Governor Holcomb, in December 1919, appointed Tax Commissioner Corbin to represent the State of Connecticut at the Twelfth Annual Conference on Taxation, held in St. Louis and Mr. Corbin at this time also represented the Association.

LEGISLATION IN 1919

The year 1919 brought with it the usual legislative session and many problems of paramount importance to industry. Under the leadership of the legislative committee of which Colonel I. M. Ullman was chairman, the Association was successful in preventing the passage of a large number of measures which, had they become law, would have placed restrictions of a most unfortunate sort upon industry. Among some of the measures of this sort which were successfully opposed was a bill creating a commission to fix minimum wages; one to license plumbers, firemen and engineers; measures making intimidation and blacklisting lawful; and another which would have had most undesirable results in connection with trade disputes.

A bill was introduced which would have entirely prohibited the use of suction shuttles and to this the Association offered an amendment which was accepted and which in the protection it gave to the health of workers did away with the necessity of the entire elimination of the shuttles. Another bill was introduced making very drastic changes in the sanitary requirements in regard to drinking cups and for this the Association introduced a substitute which was passed which did away with the undue hardships which the original measure would have imposed upon certain manufacturers who did not have available the facilities of a city water supply system. All bills were opposed successfully which had for their purpose changing the then existing laws in regard to hours of labor of women workers. The Association did, however, approve and appeared in favor of a substitute for a bill which broadened the application of the law in regard to night labor of women workers. It opposed a bill which would have entirely prohibited any children under sixteen working during vacation period and suggested that the question of such employment, should necessity demand it, be re-

ferred to the State Board of Education. It also favored physical examinations for children seeking such employment certificates. Another measure was introduced which required seats for women employes which was not opposed by the Association.

A bill was favored appropriating \$50,000 for further investigation of the pollution problem and a number of proposals suggested by the Association were agreed upon in connection with changes in the workmen's compensation act.

For the first time this year members were advised by bulletin of the introduction of all measures of possible importance through somewhat the same system as is followed at the present day and these introductory bulletins were followed as occasion warranted by others which dealt with specific problems or listed the progress of bills which were being followed.

During this year arrangements were also made by which the Association was assured of representation in Washington on all matters of importance through the courtesy of the legal department of the National Association of Manufacturers. At this time reference might be made to the marked assistance and co-operation which has always been given this and other associations by the legal staff and others of the National Association of Manufacturers and the National Industrial Council.

CONTINUATION OF WAR SAVINGS WORK

In February 1919 President Hubbard was selected as a member of both the general and the advisory committees of the re-organized Connecticut War Savings Committee which then became part of the First Federal Reserve District. The Association co-operated with officials of the movement and through bulletins and other media placed war savings material in the hands of members and their employes.

BUELL BECOMES SECRETARY

Early in 1919 Robert C. Buell, treasurer of the Association, was given the title of secretary and in March 1919 Anna B. Sands, formerly secretary of the executive department of the State Council of Defense, was added to the staff.

ORGANIZATION OF INDUSTRIAL RELATIONS COMMITTEE

In April 1919, the Executive Committee authorized the appointment of a Committee on Industrial Relations. J. E. Otterson, president of the Winchester Repeating Arms Company

was made chairman and the other members of the committee were: E. O. Goss, Scovill Manufacturing Company; E. A. Moore, Stanley Works; Joseph A. Horne, Yale and Towne Manufacturing Company; Jarvis Williams, Jr., Remington Arms U. M. C. Company, Incorporated, and J. Arthur Atwood, Wauregan



J. E. OTTERSON

Company. To this committee fell the task of establishing the Association's policy in matters of industrial relations during a period of disturbance and unrest and the services which its members, individually and collectively rendered the Association may perhaps never be fully appreciated.

THE INDUSTRIAL CREED

The most important task with which the Industrial Relations Committee was charged was the establishment of an Industrial Relations code. Many meetings of the committee were held, a good part of them jointly with the Board of Directors and Executive Committee and after months of work in adapting the suggestions of the membership, to whom the statements were referred for approval, the Association's "creed" was issued in pamphlet form and received wide distribution. Upon this platform the Association has stood firmly and while Section 30 — "We believe in the Open Shop" covers perhaps the crux of the whole statement, the importance of other sections cannot be over-

looked and are for that reason given below in their entirety:

DECLARATIONS OF PRINCIPLE ON INDUSTRIAL RELATIONS AND INDUSTRIAL MANAGEMENT

1. We believe in fair dealing.
 2. We believe in good faith in the matter of agreements and contracts.
 3. We believe that men and women should receive equal pay for service of equal value rendered under equivalent circumstances.
 4. We believe in proper constructive legislative regulation and control.
 5. We believe in the enforcement of the law.
 6. We believe in the proper regulation of night work for women.
 7. We believe in the proper regulation of child labor.
 8. We believe in the proper regulation of any occupation injurious to the health and morals of industrial workers.
 9. We believe in healthful and safe working conditions.
 10. We believe in the guidance of entry into, and training for, industry.
 11. We believe in compatibility of occupation.
 12. We believe in the use and development of methods of determining the character of work to which individuals are best suited with a view to their greater service, growth, prosperity and contentment.
 13. We believe in opportunities for technical training and education, individual development and progress.
 14. We believe that industry should provide methods of self-expression suited to the individual or class concerned.
 15. We believe in freedom of opportunity of any individual to learn or engage in any trade or profession or occupation to which such individual may be adapted.
 16. We believe in an opportunity for mental growth commensurate with the capacity therefor.
 17. We believe in an opportunity for advancement proportionate to growth.
 18. We believe in adequate wages proportionate to productivity, work done, or service rendered.
 19. We believe in systems of pay that recognize and provide an incentive for increased production or service.
 20. We believe in proper methods of study, investigation and research to determine the relation between productivity and reward.
 21. We believe that every worker should have an opportunity to earn a wage proportionate to his ability, skill and productive capacity.
 22. We believe that capital is entitled to a return proportionate to the services rendered and the risks run in the use thereof.
 23. We believe that capital is the friend and not the enemy of labor and that the interest of both are common.
 24. We believe that employers and employees must avoid selfishness and recognize mutual considerations, obligations, opportunities, responsibilities and benefits.
 25. We believe that the human factor in industry deserves first and primary consideration.
 26. We believe that the working hours should be adjusted to the character of work and working conditions, with due regard to health, morals and social and private life.
 27. We believe in the progressive improvement in working and living conditions, and further believe that our modern industrial and social order is conducive to such improvement.
 28. We believe in a proper American standard of living.
 29. We believe that health, happiness, prosperity and contentment result from earnest and sincere productive effort and hard work by all, with an appropriate measure of leisure, recreation and rest, accompanied by proper living conditions conforming to moral, hygienic and sanitary laws.
 30. We believe in the open shop.
 31. We believe in the right of both employers and employees to organize where such organization is committed to proper purposes and pursues proper methods.
 32. We do not believe that membership in any organization is essential to social fellowship.
 33. We believe that the employe has a right to leave em- ployment when he sees fit and that the employer has a right to discharge any employe when he sees fit, each with due regard to agreements or contracts.
 34. We believe that employers should be free to engage employes at wages and hours mutually satisfactory without interference or dictation on the part of individuals or organizations not directly a party to the contract or arrangement.
 35. We believe that employers must have freedom in the management of their business, subject to the provisions of law, justice and equity.
 36. We believe that the employer must have full discretion to determine the methods of work and the competency of industrial workers.
 37. We believe that employers and employes should seek to bring about regularity and stability of employment.
 38. We believe in a peaceful settlement of disputes between employer and employee.
 39. We believe in the utilization of the knowledge, ability and special skill of all classes of industrial workers and of society.
 40. We believe in progress and improvement in processes, methods, efficiency and organization.
 41. We believe in the encouragement and utilization of inventions and improvements.
 42. We believe that the management of any industry should be so constituted as to make possible and encourage the consideration of the rights of all individuals and classes engaged in such industry, and where the problems, benefits, responsibilities and opportunities are mutual, there should be the opportunity for mutual consideration thereof without reference to the mechanism by which this is accomplished, it being understood that such mechanism may and should be adapted to the particular and peculiar conditions existing in such manner as to bring about the most cordial relationship, compatible with mutual efficiency and confidence and the discharge of obligations and responsibilities.
 43. We believe that efficiency is essential to the growth and progress of modern industry and industrial opportunity for all, and that such industries cannot continue and grow in the mutual interest of all concerned without reasonable and relative efficiency corresponding to the standards of the age, and we are opposed to any system or mechanism that destroys, obstructs or makes impossible such efficiency. Where it is necessary for the maintenance of such efficiency, the interests of all must be merged and placed under the control of those most competent in the exercise thereof. We do not believe that any class can permanently retain such control in modern industry without consideration and recognition of the interest of others.
 44. We believe that increased production at greater efficiency means a correspondingly greater return for the industrial worker, an increase in his purchasing power, and an increase in the wealth of the nation, which only those who help to produce should share.
 45. We believe in the constructive development of our American democratic system of public education.
 46. We believe in the encouragement of agriculture as a means of reducing the cost of living and promoting the welfare and prosperity of the country.
-
1. We are opposed to the closed shop.
 2. We are opposed to coercion or intimidation.
 3. We are opposed to violence, destructive agitation, class wars, revolutionary socialism, lawlessness, disorder.
 4. We are opposed to boycotts, blacklists, lockouts and illegal acts of interference with the personal liberty of employer and employee.
 5. We are opposed to limitation of output or production.
 6. We are opposed to excessive leisure because it prevents a reasonable measure of productivity and is liable to lead to social evils.
 7. We are opposed to over specialization.
 8. We are opposed to despotic or autocratic treatment of the matter of human relations.

A discussion of the creed and its principles cannot be complete without reference to the situation which developed in 1919 due to a

ON ARMING

Roads On
Says
R. R. HEADS TO
New Traffic Assistant
pected to Relieve State
Conditions.

**INDUSTRIAL CRED
BACKS OPEN SHOP**

New London members of the Manu-
facturers' Association have recently received copies of Connecticut's Industrial Creed from the office of the organization in Hartford. A definite statement was made by the shop in favor of the open shop.

**FACTORY MEN
FOR OPEN SHOP**

President E. Kent Hubbard, of Manufacturers, Pleads for Co-operation with Labor

by COMMITTEE REPORTS

Annual Meeting of Manufacturers' Association at Allyn House,

**COST OF LIVING
SHOWS DECREASE**

Reduction in August Says Bulletin of State Manufacturers.

**STATE FACTORY
HEADS DECLARE
FOR OPEN SHOP**

"Industrial Creed" Received in City—Contains Statement of Policy.

The following bulletin was sent to members of the Manufacturers' Association of Connecticut to-day:

**Manufacturers' Associa-
Officers Talk With Fuel
Chief.**

**OPERATORS MEET
GREAT INDUSTRIAL
EXHIBIT AT ARMORY**

Four Local Companies to Take Part in State-Wide Display.

**HUBBARD IN WASHINGTON
FOR I. C. OR CONFERENCE**

E. Kent Hubbard, president of the Manufacturers' Association of Connecticut, Inc., left yesterday for Washington to attend the Industrial Conference.

**MANUFACTURERS OF STATE
BELIEVE IN OPEN SHOP**

Industrial Creed Recognizes Right to Organize for Proper Purposes and Gives Human Factor First Consideration.

**URGES COOPERATION
IN FREIGHT CRISIS**

Kent Hubbard Asks Manufacturers to Load and Unload Promptly.

TO SAVE THE HIGHWAY

Manufacturers' Association Calls for Lighter Loads.

**OPPOSE CURBING
OF SHIPMENTS**

The following bulletin was sent to members of the Manufacturers' Association of Connecticut to-day:

**MANUFACTURERS HOLD
FREIGHT CONFERENCE**

A conference is being held today at the Lawn Club between New Haven officials and representatives of the Connecticut Manufacturers' and the Connecticut Chamber of Commerce.

**CONFINING FREIGHT
TO ACTUAL NEEDS
WOULD CLOSE SHOPS**

The Connecticut Manufacturers' Association yesterday announced the list of manufacturing concerns that will give exhibits at the agricultural and industrial exhibit at the State Armory.

**HUBBARD BROACHES
RAILROAD PROBLEM**

National Industrial Council in New York Considers Transportation.

**EMPLOYERS' DUTY
AS TO CHILD LABOR**

Manufacturers' Association Issues Bulletin on Federal Requirements.

The Manufacturers' Association of Connecticut has issued a bulletin containing the official regulations just issued at Washington on the employment of children.

**PRIORITY ORDER WOULD
CLOSE STATE FACTORIES**

**Head of Manufacturers' Association Protests Against
Proposal to Restrict Shipments**

The following bulletin was sent to members of the Manufacturers' Association:

**MANUFACTURERS
OPPOSE REPEAL OF
DAYLIGHT SAVING**

Request of Railroads Opposed By Manufacturers' Association.

**Send Protests to Connecticut
Representatives in Washington.**

Protests against the proposed repeal of the daylight saving act have been sent by telegraph to each of the Connecticut members of the United States House of Representatives by E. Kent Hubbard, president of the Manufacturers' Association of Connecticut, who announced at the

**WARNS INDUSTRY
OF DANGER AHEAD**

E. Kent Hubbard Reminds Manufacturers of Dependencies.

**FARMS, TROLLEYS
AND RAILROADS**

Says State Association Members Represent 274,881 Employees.

In a "Save the roads" appeal, the manufacturers association of Connecticut has sent the following telegram:

**SEEK WAY TO AID
NEW ENGLAND ROADS**

Special to The Times, New Haven, December 18. The Manufacturers' Association of Connecticut, Inc., met here to discuss the financial strengthening of the New England railroads. It is expected in the near future, following conferences held in Washington yesterday, according to E. Kent Hubbard, president of the Manufacturers' Association of Connecticut, that your association will receive to-day by the Manufacturers' Association of Connecticut, Inc., a report of its financial condition. The association was represented at the conference by its president, E. Kent Hubbard.

**THOSE
TO
Preference
Workers
to Spea**

THE ASSOCIATION THROUGH THE EYES OF THE PRESS IN 1919.

difference of opinion among certain members of Association as to the methods to be followed by the organization in pursuance of its open shop policy. The matter was terminated at the annual meeting that year when the mem-

bership indicated its approval of the policies advocated by the officers, directors and executive committee as exemplified in the activities of the Industrial Relations Committee and the Association as a whole.

OTHER INDUSTRIAL RELATIONS ACTIVITIES IN 1919

During this year the Association placed its services at the disposal of members in a number of localities where industrial disturbances took place and a large part of the organization's time that year was spent in actively supporting these members in promotion of the open shop principle. Early in 1919 letters were sent to Governmental representatives protesting naming the personnel of the National Industrial Commission to the exclusion of manufacturers and in behalf of the Manufacturers' Association of Bridgeport a bulletin was issued explaining conditions in that city in regard to the open shop and the forty-four-hour week.

In September a conference was held in Chicago under the auspices of the Illinois Manufacturers' Association and the Connecticut Association was represented on a committee which drafted an industrial relations platform later submitted to Congress. Telegrams of commendation were also sent to Judge Gary of the U. S. Steel Corporation and Governor Coolidge of Massachusetts for maintaining the principles of the open shop.

Following out its well-formed policy of promoting the education of the foreign-born, the Association, early in 1919 granted an appropriation of \$1,000 for Americanization work under direction of the Committee on Education of which Howell Cheney was chairman and in co-operation with the State Council of Defense. Later, the Board recommended the enactment of legislation which would establish a State Americanization Department and such a department was created under the Department of Education.

STUDIES OF ECONOMIC CONDITIONS

Unsettled industrial conditions prompted the Association in 1919 to undertake, for the benefit of its members, studies of hours of labor, wages and general employment conditions. Practically all sections of the state co-operated with the Association in this work and the tabulated results were made available to all members and to local associations. In connection with these reports cost of living studies were developed as covering an item essential in wage or similar studies and forms on which to report retail food prices were sent regularly to certain firms.

THE TARIFF

The position of an organization representative of as many diversified groups as the Connecticut Association is always a difficult one in

a matter such as the tariff where the interests of one group may very easily conflict with another. Early in 1919 a letter was sent to members on this subject in which it was clearly stated that the Association's services were at the disposal of any group or groups for assistance in tariff legislation when the interests of such groups were not prejudicial to those of the membership at large. Probably as a result of this the organization was able to directly assist a number of groups and rendered particularly valuable assistance in connection with the tariff on dyestuffs.

FOREIGN TRADE

During the same year the Association actively undertook to assist the development of foreign trade of its members and to remedy certain conditions which were limiting exports from Connecticut. Arrangements were made with the manufacturers in a number of cities to receive the Belgian industrial mission which was then touring this country under the auspices of the War Department and as a result Connecticut products were given wide advertising publicity abroad.

In the Fall of 1919 a Foreign Trade Convention was held at Atlantic City at which the Association was represented by F. J. Kingsbury.

A report on European trade conditions prepared for the Association by W. Irving Bullard of the E. H. Jacobs Manufacturing Company of Danielson was sent out in August to all members and contained first-hand information gathered abroad by Mr. Bullard which was helpful to many lines of industry in developing their foreign sales.

DAYLIGHT SAVING

In 1919 an attempt was made to repeal the daylight saving act, by attaching a rider to the Agricultural Appropriation bill and in behalf of its members and in co-operation with certain other state associations, the Association opposed this and the measure failed to pass.

NEW SERIES OF BULLETINS

So many requests were being received at this time at the executive offices for assistance in miscellaneous matters pertaining to the operation of individual plants or in regard to trade opportunities, employment, etc., that a new series of bulletins was inaugurated known as "Manufacturers' Opportunity" in which were listed special wants of members and which were continued until the material was later transferred to another type of bulletin.

DANBURY

Previous reference has been made to the active part which the Association played during the several years of industrial difficulties in Danbury. During 1919 L. D. Hitchcock, Field Secretary of the Association, and Walter S. Schutz who was retained as special counsel for this work, devoted much time to assisting Danbury members in furthering their plans for improved industrial conditions. This effort culminated in the formation in 1919 of the Danbury Boosters Club where for the first time the various interests of the city were brought together for joint discussion of matters of civic interest.

CONNECTICUT INDUSTRIAL COUNCIL

In 1919 proposals were first made for the creation of an informal organization of representatives of local industrial associations throughout the state and in June the first meeting of such a group was held in Hartford. Only a few of the secretaries or managers attended, namely Charles E. Vail of the Stamford Manufacturers' Association; T. J. Kelley of the Manufacturers' Association of Hartford County; P. L. Gerety of the Industrial Association of Lower Naugatuck Valley; George S. Hawley of the Manufacturers' Association of Bridgeport and T. F. Silkman of the National Metal Trades Association of New Haven. The idea, however, of frequent meetings of this nature where subjects of common interest could be discussed was welcomed with enthusiasm and from this first small meeting grew the Connecticut Conference later to be known as the Connecticut Industrial Council, which now meets at frequent intervals upon call of the State Association. To enumerate in full the matters which the Council has discussed and acted upon during the past few years would require the space of an entire history but suffice to say that probably nothing has reacted to the greater development of Connecticut industries than these informal meetings of the Council where secretaries from all parts of the state meet with representatives of the State Association to discuss their difficulties and achievements and learn at first hand what is going on in every industrial community.

ESTABLISHMENT OF LOCAL ASSOCIATIONS

It had always been the policy of the Association to foster and develop local industrial associations and in 1919 at the suggestion of the State Association a local association was formed in New London and another group organized which was known as the Manufac-

turers' Association of Eastern Connecticut. The Association also aided the Waterbury manufacturers in enlarging their local organization and the work done in connection with the establishment of the Danbury Boosters Club has been referred to elsewhere.

HOUSING

Housing problems became pressing in 1919 and the Association sent out a request for information on steps taken by various cities in establishing a housing program. A report on the results of this survey was later issued and members of the Association were invited to attend a housing convention held in Bridgeport by organizations of that city.

AGRICULTURE

From its earliest days the officers of the Association realized the importance of fostering the development of agriculture as witnessed by the appointment of a standing committee to serve in these matters under the leadership of Wilson H. Lee of New Haven. During the war period, as has previously been stated, the committee was very active in promoting numerous agricultural activities and the same policy was followed out in the ensuing years. Efforts were directed towards the development of farm bureaus and among other activities in 1919 the Association appropriated \$1,500 for use of the committee in connection with manufacturers' exhibits at Farmers' Week (afterwards known as the Agricultural and Industrial Exposition.)

AFFILIATIONS

The Association had already affiliated with a number of national or group organizations and was directly represented upon their governing boards. In January 1919 it also became a member of the Chamber of Commerce of the United States and was represented at the annual meeting of that organization in St. Louis in May, by F. J. Kingsbury and Dudley Harmon. In August the Association joined the National Industrial Conference Board and later President Hubbard was made its representative at meetings of that body. At about this time also, an organization was formed known as the New England Conference of Employers Association on which Mr. Hubbard served for some time as president.

LIQUIDATION OF SPECIAL FUND

In December 1919 the Board of Directors, Executive Committee and chairmen of committees, meeting jointly in New Haven, voted to liquidate the balance of the so-called Spe-

cial Fund to which previous reference has been made in earlier chapters. All contributors were afforded the opportunity of deciding whether they wished their proportionate share of the balance returned to them or transferred to the general funds of the Association and appropriate action was then taken by the Treasurer for each contributor, based on their personal authorization.

TRANSPORTATION

1919 was a year of activity for the new Traffic Committee, created in the previous year. The committee appeared before governmental and railroad authorities in Washington and elsewhere during the year and over forty notices were sent out in regard to transportation matters very closely affecting the pocket-books of Connecticut manufacturers. In such matters as overcharge or loss and damage claims, lighterage, demurrage charges, ferry car charges and freight and express claims alone, money was saved members that could not have been saved in any other way.

An outstanding advance was made this year in establishing a closer and more personal contact with the New Haven Railroad which was of the greatest value in enabling the committee to act effectively and promptly in the interests of members.

In February, following receipt of members' opinions in regard to continued Federal control of railroads, a letter was sent the Interstate Commerce Commission indicating that 95% of Connecticut industries were opposed to an extension of Federal control. With this was given a full explanation of conditions in Connecticut and somewhat later similar action was taken in regard to Federal control of telephone and telegraph companies.

The Cummins Bill, then before Congress, contained provisions which had for their purpose safeguarding the country against interruption of transportation service by labor disputes. The Association strongly advocated support of this clause by the Connecticut delegation.

The Poindexter bill which drastically amended the "long and short haul clause" and the Plumb plan for nationalization of the railroads were both strongly opposed by the Association. In July a special meeting for discussion of the railroad problem was held in New Haven and addressed by Percy R. Todd, general manager of the Bangor and Aroostook Railroad and James A. Emery, counsel of the National Association of Manufacturers.

Frequent appearances at Washington were necessary and one of the matters on which the

Association sent representatives was the presentation of New England interests in connection with the railroad re-organization bills. J. F. Atwater, chairman of the Traffic Committee, also represented the Association on a committee from the New England Traffic League which handled, with the railroad administration, a large number of matters affecting members' interests. One of these resulted in modification of the sailing day plan. Changes which the Railroad Administration proposed in differential routes were also protested.

The Committee compiled a report on interurban motor truck rates and also issued a pamphlet entitled "Motor Truck Transportation in Connecticut," containing a list of truck operators and their service, equipment, rates, etc., which members found of considerable value.

Through the expressed views of members the organization was active in focusing public opinion on the necessity of extending emergency relief to the street railways and was represented by counsel in support of proposals of the Commission investigating that situation.

FUEL SUPPLIES

In August 1919 the Association, feeling that a coal shortage was a certainty and realizing the necessity of members making advance purchases of coal urged them to take action at once. During the following winter, which was one of the most trying the Association ever passed through, the anticipated coal strike materialized and with unusually severe weather as a contributing cause, industries were threatened with suspension because of lack of fuel. The closest touch was maintained by the Association with governmental and state officials and many industries that winter owed their ability to operate at all to the efforts of the Association in securing priority orders for them and in getting increased coal shipments to New England, obtaining all railroad facilities possible and fighting unscrupulous practices employed in the sale and distribution of coal in this time of need.

(Continued next month.)

WANTED

Copies of June 1925 Issue of *Connecticut Industry*.

INDUSTRIAL NEWS AROUND THE STATE

NEW COMPANY IN WILLIMANTIC

The S. P. S. Silk Company of Willimantic has sub-leased the Natchaug Industrial buildings in that city from the S. C. S. Box Company and is expected to start operations within a short time.

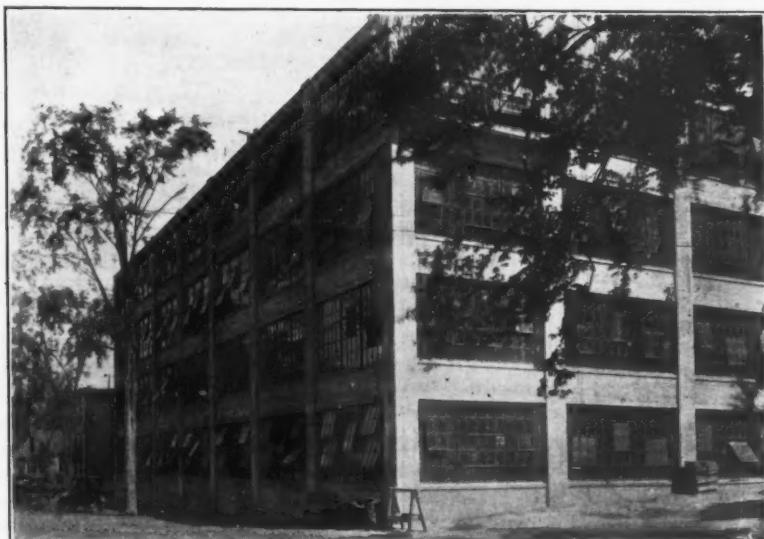
W. IRVING BULLARD IN EUROPE

Word comes from Danielson that W. Irving Bullard, vice-president of E. H. Jacobs Manu-

These gentlemen, together with F. T. Joy, Mallory Hat Company; D. E. Loewe, D. E. Loewe and Company, and Harry McLachlan, H. McLachlan and Company, all of Danbury, and William H. Ferry of New York, constitute the board of directors.

PROMINENT MANUFACTURERS PASS AWAY

The Association has lost two prominent members in the recent deaths of George H.



NEW HOME OF THE AUTOYRE COMPANY.

facturing Company is flying around Europe — literally — on business for his firm. A letter from Berlin stated that he had just arrived from Amsterdam and covered the distance of 450 miles in four hours and forty minutes.

AUTOYRE MOVES INTO NEW BUILDING

The Autoyre Company of Oakville is just completing a new four story reinforced concrete building containing 25,000 square feet of floor space, into which various operating departments are being moved as rapidly as floors are completed. The company expects to use the new building as an addition and will continue to occupy the old buildings also.

HAT MANUFACTURERS HONOR CONNECTICUT MEN

At the recent annual meeting of the National Association of Hat Manufacturers, R. C. Montgomery of the Knox Hat Company was elected president and Frank H. Lee of the Frank H. Lee Company, Danbury, and Charles Berg of F. Berg and Company, Norwalk, were elected vice-president and treasurer respectively.

Sage, president of the Berlin Construction Company, and Frederick F. Fuessenich, chairman of the board of directors of the Hendey Machine Company, Torrington.

Both men were active in municipal as well as manufacturing circles and left a host of friends throughout the state.

ENSIGN-BICKFORD HONORS EMPLOYEE

Thomas McCollum, fuse inspector of the Ensign-Bickford Company of Simsbury has been with the company fifty years and in honor of the anniversary the company arranged a celebration at Tow-path Lodge in Avon attended by foremen and older employees at which Mr. McCollum was presented with a gold watch.

TO MAKE AEROPLANE ENGINES

Announcement has been made by the Pratt and Whitney Company of Hartford of the organization of a subsidiary company to manufacture aeronautical engines. The new firm will use the plant formerly occupied by the Pope Manufacturing Company of Hartford.

TRANSPORTATION

CAR SERVICE

The Association recently issued Traffic Bulletin 240 following the receipt of several complaints in regard to car service of the N. Y., N. H. & H. R. R. Company. All of the complaints arrived in the same mail and it was the feeling of the Traffic Department that there was a possibility of an impending car shortage. The replies received from the general bulletin, however, indicate that the service is exceptionally good, in fact, better than it has been for a great many years. Further investigation of available car supplies also indicates that there is little possibility of a shortage, even though severe winter weather is encountered.

GENERAL RATE INVESTIGATION

Shippers and carriers are continuing to file briefs in *re I.C.C. Docket 17,000, Rate Construction Investigation*, which was the result of the passage of the Hoch-Smith Resolution 107. Central Trunk Line Association carriers expressed the opinion that the framers of the Hoch-Smith Resolution must have considered that the value of service to the shipper was not receiving the consideration to which it is entitled and that it was probably the opinion of the framers that the Commission was not taking into consideration the commercial factor of rate making. The statements of the southern carriers expressed the belief that more constructive work could be accomplished by disposing of pending complaints and investigations. In other words, these carriers would throw all rate investigation cases into the general rate construction investigation. Shippers in eastern territory are apparently in accord with the belief that the Hoch-Smith Resolution is just one step toward legislative rate making, which is highly undesirable. Your Association has filed a brief in the case and will be represented when hearings are called.

EASTERN CLASS RATE INVESTIGATION

The New England hearings in the Eastern Class Rate Investigation will be opened on September 14th at 80 Federal Street, Boston. This Association has joined with other organizations in the employment of counsel and has presented a plan for the establishment of a 30-class scale to take the place of the present 6-class scale. The exhibits in this particular instance cover 175 pages and constitute one of the most exhaustive studies of rates which has ever been made. More complete details of

the plan were outlined in Traffic Bulletin 241 sent to all members.

CHANGE IN NAME OF RUSSIA

This Association has been advised by the Postoffice Department that notice has been received from Leningrad that the name of Russia should no longer be used in addressing correspondence. All correspondence should be addressed "Union of the Socialists Soviet Republics." Initials must be avoided.

CERTIFICATE OF ORIGIN TO GREECE

All shipments of American origin now require certificates of origin.

IRON AND STEEL TARIFFS

While Traffic Bulletin 238 did not result in a satisfactory number of replies, the Association is certain that the proposed changes in iron and steel tariffs now covering rods, bolts, nails, rivets and wire are of interest to a large number of members. Under the present wording, as outlined in the above numbered Traffic Bulletin, it permits both round and flat shapes to secure the gross tonnage rate, but under the change as proposed, round shaped rods would secure the gross ton rate and flat shapes would be thrown into the fifth-class. It is highly desirable that all members affected communicate immediately with Association headquarters.

CENTRAL RAILROAD OF NEW JERSEY VS. NEW YORK, NEW HAVEN & HARTFORD R. R. COMPANY

Hearings in this case were begun before the Interstate Commerce Commission on Monday, July 13 and the Association intervened in behalf of the New Haven in its attempt to utilize the enormous investment existing at Maybrook.

INDUSTRIAL CONFERENCES

The eighth annual industrial conference will be held at Silver Bay, August 27-30, and will be attended by a large number of Connecticut representatives. F. J. Kingsbury, chairman of the board of directors of the Bridgeport Brass Company, who is a member of the conference committee, was also active in the recent industrial conference held at Camp Hazen which proved so successful and which will undoubtedly be repeated next year. The Camp Hazen conference was attended by about 200 delegates and the addresses and discussions were of unusual interest.

INDUSTRIAL SERVICE

RECENT STATE LEGISLATION IN THE FIELD OF INDUSTRIAL RELATIONS

A recent writer in a nationally circulated periodical has singled out as the outstanding characteristic of the American people the passion for breaking records. Accomplishments in the realm of legislation, in point of volume at least seem to justify the characterization. Again this year the various state legislatures have harvested a bumper crop of laws. While it is true that the number of bills introduced did not equal the high figure of 1923, nevertheless the percentage of "survivals" was much higher. Fortunately, however, the tone of the legislation was, in the main, more conservative than has been the case for several years.

From a report published in May by the National Industrial Council and from other sources, the Association has compiled a summary of legislative activities in the field of industrial relations which is given below.

WORKMEN'S COMPENSATION LEGISLATION

The outstanding accomplishment in the field of workmen's compensation legislation was the enactment of a model compensation law in Missouri. Twice previously such a measure passed the legislature only to meet defeat in a popular referendum. Opposition to the ratification of the law is expected from certain groups of "ambulance chasing" lawyers who have waxed prosperous under the operation of the old system of employers' liability and who can be expected to throw the weight of their influence against the acceptance of the law at the coming referendum; but industrialists and other sponsors of the law hope to nullify the effects of their opposition by an intensive educational campaign among the voters.

In Kansas and Nebraska two measures fostered by business interests failed to survive. In the former state industry sponsored a mandatory compensation law which failed of enactment and in Nebraska an amendment eliminating the "wide-open liability" feature of the law was eventually vetoed by the governor.

That the tendency in compensation legislation is always toward liberalizing the law is evidenced by the flood of so-called "liberalizing measures" offered and defeated in Massachusetts, Vermont, Rhode Island, Pennsylvania, Michigan, South Dakota and Colorado. Several of them were drastic. In Colorado, for instance, the enactment of all the amend-

ments proposed would have increased compensation costs by fifty per cent. One of the amendments offered in Vermont proposed to abolish the waiting period entirely and the enactment of all the amendments asked for would have doubled insurance costs. In Iowa a bill expanding the law to cover a number of occupational diseases was defeated and Oklahoma turned down a proposed increase in the maximum to \$40.00 weekly.

Amendments to existing statutes were enacted in several jurisdictions but with few exceptions were minor in character. California passed a law increasing the burial allowance to \$50.00 and giving compensation awards the same lien as preferred labor claims on deceased employers' estates. Changes in the Illinois law bring under the law several additional occupations, increase payments under the specific dismemberment schedule about ten per cent; provide other increases in death benefits; and substitute unlimited medical aid for the \$200.00 maximum heretofore specified. A division in the Ohio State Industrial Commission was created for the study of accident and disease prevention, this being one of several amendments agreed on. In Arizona a competitive state insurance fund was established and the law was extended to cover all public employes. West Virginia increased the minimum insurance payment from \$5.00 to \$8.00 weekly and the waiting period in New Jersey was decreased from ten to seven days.

MAXIMUM HOUR LEGISLATION

Bills providing for an eight-hour day in industry were offered in Wisconsin and Illinois but defeated in both jurisdictions.

Unsuccessful attempts to delimit or regulate the hours of labor for female employes were made in Michigan, Iowa, West Virginia, New York, New Hampshire, Pennsylvania and Illinois. In the last three states the law specifically provided for a forty-eight hour week. In Massachusetts several attempts to further regulate the hours of labor for female employes failed; on the other hand three bills sponsored by industrialists which had for their purpose the repeal of the present forty-eight-hour law were killed in committee.

A bill giving the Colorado Deputy Commissioner of Labor authority to establish maximum hours for women was defeated and the same fate befell a bill providing for a forty-

eight-hour week in the cement and plaster industry.

MINIMUM WAGE

Although several attempts have been made to bring other states into that group which has laws embodying the principle of the minimum wage none were successful and there still remain but twelve states in which such a law is in effect. In Colorado where an unoperative law has been on the books since 1913 an unsuccessful attempt was made to give to the Deputy Commissioner of Labor authority to fix minimum wage standards for women. In Utah, which has had a minimum wage law since 1913, a measure was introduced to increase the statutory flat-rate payments but this measure failed of passage.

An Ohio Commission appointed in 1924 to study the advisability of minimum wage legislation in that state reported back to the 1925 session of the legislature unfavorably and the attempt to put this statute on the books was abandoned.

New Jersey turned down a minimum wage law this year but appointed a commission of investigation which is to report back at the next session.

Attempts to introduce a minimum wage law in New York also failed.

OLD AGE PENSIONS

In the 1923 session of the legislature Montana, Nevada and Pennsylvania enacted old age pension laws but the Pennsylvania law has since been adjudged unconstitutional. This year an investigating commission was appointed in Pennsylvania to study the advisability of old age pension legislation and a measure was introduced looking to a necessary constitutional amendment to make such a law effective in that state.

In Massachusetts the study of old age pensions is in the hands of a commission which requested an extension of time to study the matter.

Old age pension measures failed definitely in Colorado, Indiana, Illinois and Utah.

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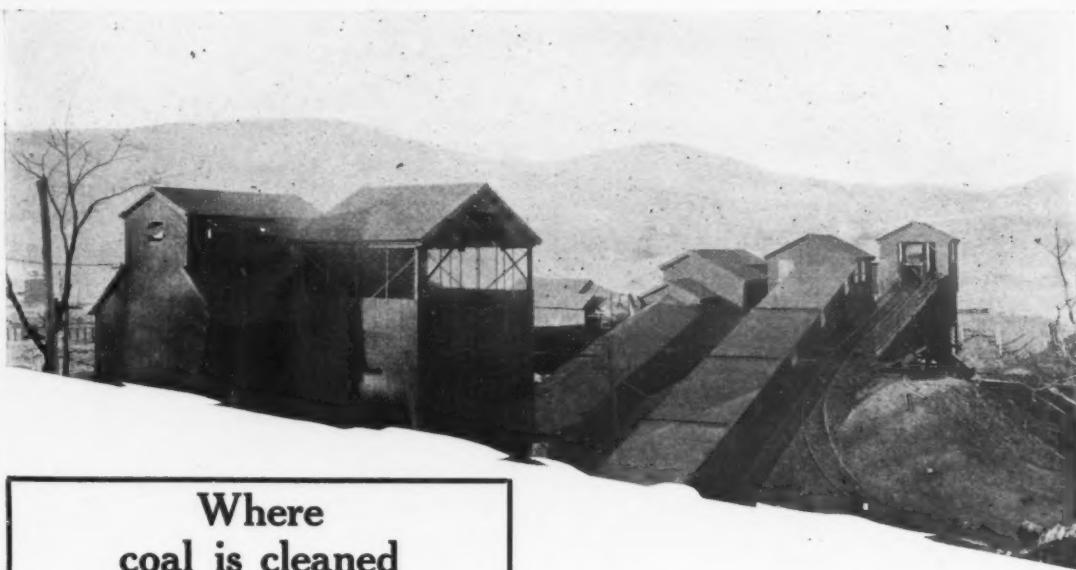
Member of
The Manufacturers Association of Connecticut from
its birth
The Elevator Manufacturers Association of U. S. A.
The National Association of Manufacturers
The National Metal Trades Association
Connecticut Chamber of Commerce

THE EASTERN MACHINERY CO.

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PAUL B. FARNSWORTH, Secretary



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OUR mines are in the Central Pennsylvania field, Clearfield, Cambria and Indiana Counties, and are developed and mechanically equipped for an annual output of 4,000,000 tons. Shipping to New England and Middle Atlantic States, via New York Central, Cambria and Indiana, and Pennsylvania Railroads, and their connections.

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After exhaustive tests, we have developed and put into operation the PNEUMO-GRAVITY process of coal cleaning.

With consistent uniformity, this process removes slate, bone, and other impurities to a degree not heretofore practicable in commercial use. The human factor — faulty, unreliable — is entirely eliminated. No water is used — no excess weight results. The process handles anything from the finest sizes to three-inch lump.

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In this department members may list without charge any new or used equipment or supplies. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

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" x 5/8"	" " #4 T. #4 edge	123 "
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.050 x 1-1/4"	H.R.S. " sheared edge	P&L 4,021 "
.060 x 1-11/16"	" " " "	585 "
.065 x 1-1/8"	" " " "	449 "
.075 x 7/8"	" " " "	3,188 "
" x 2"	" " " "	12,466 "
.080 x 2"	" " " "	5,057 "
" x 3-1/8"	" " " "	175 "
" x 3-1/2"	" " " "	226 "
.083 x 2"	" " " "	519 "
.085 x 1-1/4"	" " " "	289 "
" x 2-1/2"	" " " "	4,907 "
.100 x 3-3/8"	" " " "	3,868 "
.125 x 5/8"	" " " "	361 "
" x 4"	" " " "	309 "

Address S. E. 102G.

1 — Fitchburg engine 13" x 23", H. P. 100, 127 RPM; fly-wheel 8 feet diameter x 16" face; belt 14"; steam supply 4" exhaust 5". One 5" back pressure valve; one 5" exhaust head. Floor space 16 ft. x 8 ft. 6". Blue print of foundation on

request. Engine is in position and can be seen in operation.

Address S. E. 109.

48 pcs. — #29	high speed straight shank jobbers
	drills (Cleveland)
204 "	— #34 high speed straight shank jobbers
	drills (Cleveland)
324 "	— #39 high speed straight shank jobbers
	drills (Cleveland)
702 "	— 5/32" high speed straight shank jobbers
	drills (Cleveland)

Address S. E. 120.

Patent rights and working model of lawn mower sharpener.

Address S. E. 126.

WANTED TO BUY

Used enameling oven, gas fired, well baffled and must give even distribution of heat.

Address S. E. 123.

Printing press to take sheet at least 8 1/2 x 11.

Address S. E. 124.

Steel smoke stack 30" in diameter and about 50' to 60' long.

Address S. E. 125.

EMPLOYMENT SERVICE

This department is open to all members without charge. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

PERSONNEL MANAGER — Eight years' experience in factory employing average of 1,200 men and women. Work included supervision of employment, hospital, housing, dormitories, suggestions and all industrial relations. At present employed. Address P. W. 172.

PLANT ENGINEER — Eighteen years' experience in mechanical and structural engineering. Last five years in charge of engineering department of large industrial plant. Available at once. Address P. W. 167.

OFFICE ASSISTANT — High school and business college education. Understands bookkeeping. Knowledge of machinist trade and of general factory operations including purchasing and sales. Address P. W. 168.

CLERICAL ASSISTANT OR SALESMAN — Seven years on machine work with Connecticut paper manufacturer. Six years clerical work in silk manufacturing concern followed by four years sales work. Address P. W. 169.

STATISTICIAN — Princeton graduate, married. 1910-1918 paymaster and cashier with Otis Elevator Company. During war with Motor Vehicles Division in charge of statistics and termination of contracts and with Director of Sales. Wrote history of sales activities of War Department. Address P. W. 170.

ACCOUNTANT — 23 years of age and graduate of McGill University of Montreal in accounting. Also has diploma in civil engineering. Address P. W. 171.



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In this department members may list without charge any new or used equipment or supplies. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

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3/16" x 3/8"	" " rd. edge	3,610 "
.050 x 1-3/4"	H.R.S. "sheared edge	P&L 4,021 "
.060 x 1-11/16"	" " "	585 "
.065 x 1-1/8"	" " "	449 "
.075 x 7/8"	" " "	3,188 "
" x 2"	" " "	12,466 "
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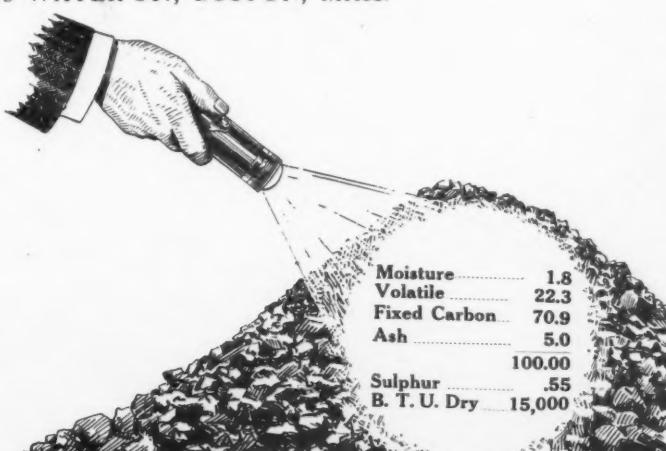
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